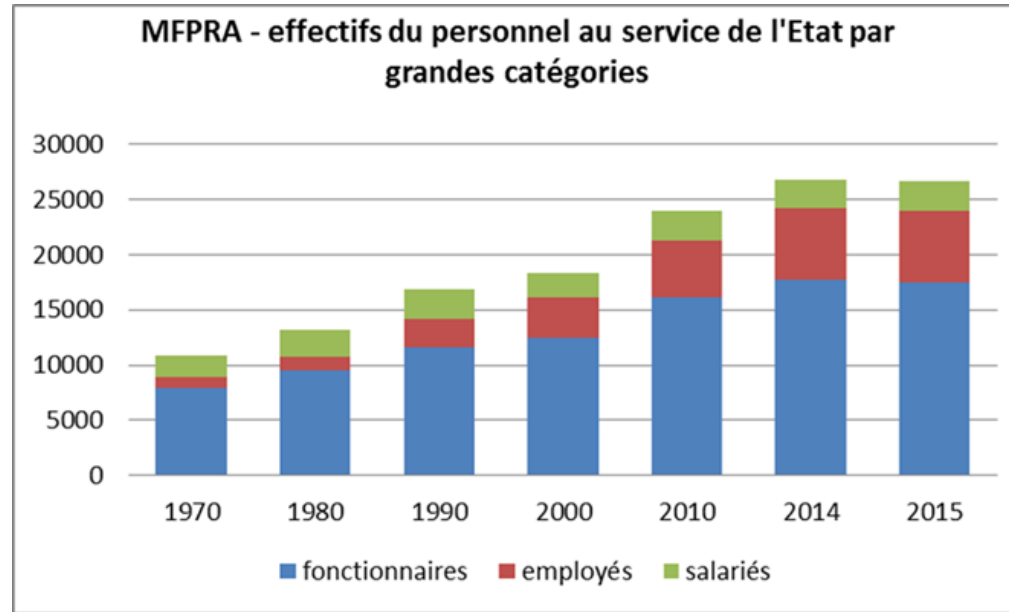


EUPAN HRWG / IPSG Meeting

The reform agenda of the Luxembourgish public sector

Luxembourg, 15th October 2015



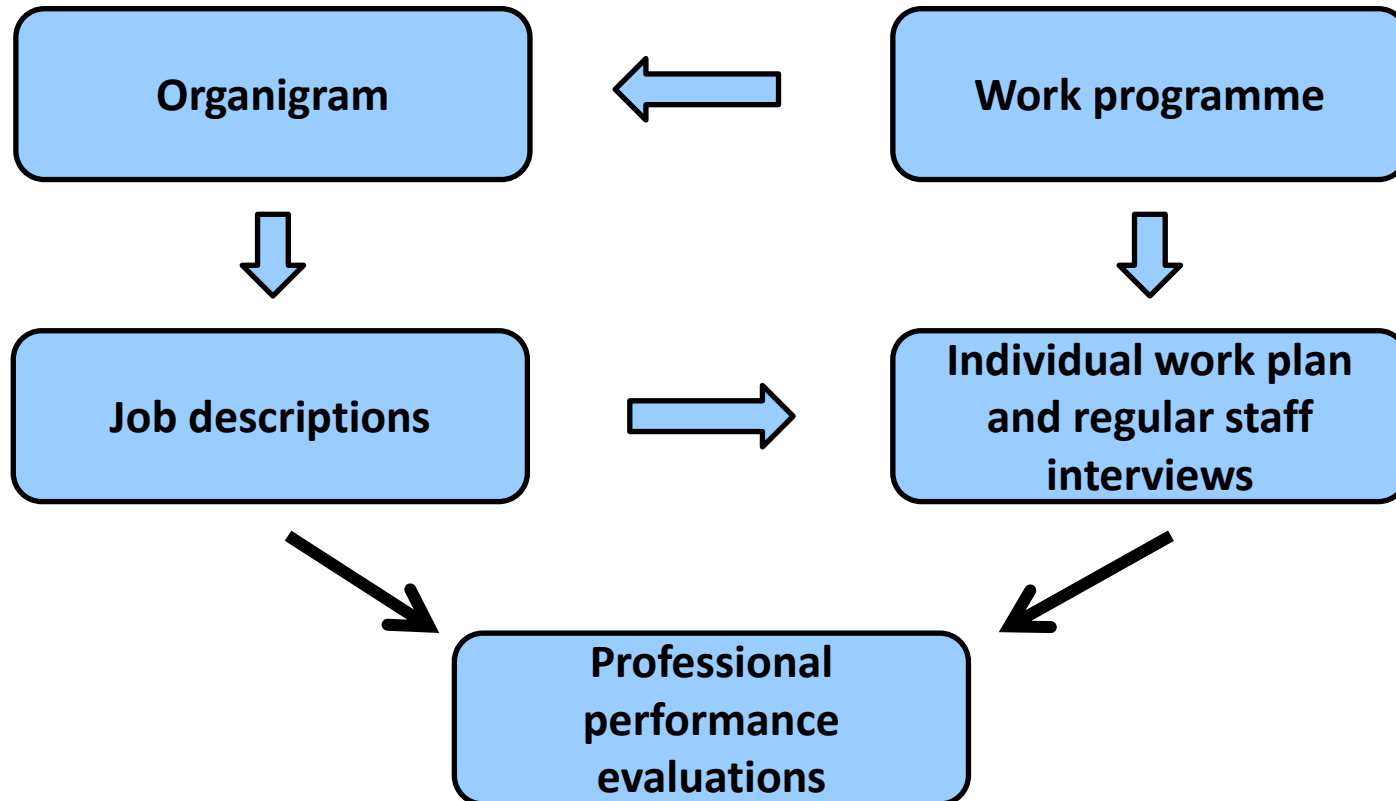


agents	1970	1980	1990	2000	2010	2014	2015
fonctionnaires	7934	9467	11600	12431	16097	17758	17443
employés	931	1241	2516	3699	5231	6434	6559
salariés	2031	2482	2703	2186	2658	2671	2668
Total	10896	13190	16819	18316	23986	26863	26670

FR	EN
fonctionnaire	civil servant
employé	state employee
salarié	worker

- Modernization of the functioning of the public administrations
- Strengthening of the leadership capabilities
- Efficiency of the public administrations

- New boost to the modernization of the public sector
- Main issues tackled by the reform:
 - Management by objectives
 - Professional development
 - Structuring of careers & salaries
 - Recruitment
 - etc.



- First step: management by objectives
- Encourage innovative approaches
- Aim: performance management

- July 2012: 9 draft laws and 32 draft executive regulations
- February 2014 – March 2015: parliamentary works
- 379 amendments
- Vote: 24th March 2015
- Entry into force: 1st October 2015

- The new laws = general frame
- Support given by the Ministry of civil service
- Setting-up of an HR-network
- Issues to come...

Thank you for your attention!

